



Deltek

# Deltek Talent Management

Version 16.2 Cumulative Update

Release Notes

**April 14, 2021**



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## Overview

Welcome to Deltek Talent Management Version 16.2 Cumulative Release Notes. These release notes contain a summary of enhancements and software issues resolved for each cumulative release for version 16.2.

### Important Note

#### Talent Information Center

For fast and easy access to the information you need, Deltek offers the [Talent Information Center](#) (TIC). The TIC collects all Talent Management documentation in one convenient location.

On the TIC page, you can access:

- Online Help and tips about how to maximize your searches.
- Information about how to send feedback to Deltek concerning any Help topic.
- Links to Talent Management GA and Cumulative Update release notes.
- Learning Aids for the Talent Management user interface and individual modules.
- Links to Talent Management user guides, administrator guides, and technical guides.
- Information about the Talent Management Cloud Solutions for SaaS Administrators.
- Information about the Deltek Learning Zone.

You can access the TIC at:

[Talent Information Center](#)

#### Talent Information Center Overview Video:

Click this link to view a two-minute TIC orientation video:

[TIC Intro Video](#)

## Version 16.2

### CU 16.2.5.2

#### Software Issues Resolved

##### Development

##### [Deactivated Jobs Displayed in Career Search](#)

**Deltek Defect Number:** 1257727

**Description:** Job profiles previously deactivated by clients still displayed on **Career Center » Career Development » Search Careers**.

**Customers Impacted:** This affects clients who use the Development module.

##### Performance

##### [Missing Appraisal Journal Entries](#)

**Deltek Defect Number:** 1324189

**Description:** Some goal-related journal entries added to appraisals subsequently failed to display and were missing. Unless they are deleted, goals normally display in appraisals regardless of status.

**Customers Impacted:** This affects supervisors, managers, and employees.

### CU 16.2.5

#### Enhancements

##### Posting Manager

##### [America's Job Exchange \[AJE\] Job Board Removed](#)

The job board America's Job Exchange [AJE] was removed from Talent Management's roster of supported job boards.

##### Posting Manager

##### [Dice.com Username Update](#)

Talent Management clients can now use any username provided by Dice.com.

## Software Issues Resolved

### Core Framework

#### Custom Encrypted Onboarding Fields Display Corrupted Text

**Deltek Defect Number:** 1322916

**Description:** After administrators edited encrypted fields on a new hire's completed onboarding form, the text in those fields displayed as corrupted.

**Customers Impacted:** This affects administrators, new hires, and recruiters.

#### Incorrect Display with Firefox

**Deltek Defect Number:** 1430053

**Description:** Fields and forms displayed incorrectly with the latest (February 2021) release of the Firefox browser.

**Customers Impacted:** All customers using the updated version of the Firefox browser.

### Development

#### Deactivated Jobs Showing in Career Search

**Deltek Defect Number:** 1257727

**Description:** Deactivated job profiles erroneously displayed on the **Career Center » Career Development » Search Careers** drop-down list.

**Customers Impacted:** This affects clients who use the Development module.

### Integrations

#### Users Unable to Login through Single Sign-On

**Deltek Defect Number:** 1338895

**Description:** Some users were unable to login via Single Sign-On.

**Customers Impacted:** This affected employees.

## CU 16.2.4

## Enhancements

### Integrations

#### SHL Integration Updated

Talent Management was updated to function with SHL's upgraded URL report link.

## Performance

### Enhanced Manager Access to Direct Reports' Project Appraisal Scores and Comments

Employee Managers can now view a direct report's project appraisal scores and comments on the individual category tabs as well as the Summary tab. This is true even if an employee's manager is not the appraisal manager.

Previously, employee managers could only view scores and comments on the Summary tab, while administrators, HRBP, Project Leads, and the employee being appraised were able to see them on the individual category tabs as well.

**Note:** This updated user interface display for scores and comments remains operative regardless of whether the Category Scoring Summary Notes feature is enabled.

## Posting Manager

### Pnet Job Board Slated for Discontinuance

Our existing integration with PNET is outdated and no longer supported by the job board. PNET will be decommissioning the legacy integration later this year. The PNET job board will be removed from Talent Management effective with the 16.2.5 release. Clients who need to post jobs to the PNET job board should leverage the JobTarget integration in Talent Management.

Additionally, Talent Management is discontinuing support for the following job boards:

Job Board	Reason for Discontinuance
<b>Crosschalk.com</b>	JobBoard has decommissioned the services
<b>FIAMBA</b>	JobBoard has decommissioned the services
<b>Hcareers</b>	Integration with JB is broken. Please use the JobTarget services to Post the jobs to Hcareers.
<b>HireDiversity</b>	Integration with JB is broken.
<b>Local de Trabalho</b>	JobBoard has decommissioned the services
<b>Metroplex Technology Business Council</b>	JobBoard has decommissioned the services
<b>Minorias</b>	JobBoard has decommissioned the services
<b>Monster Mexico</b>	JobBoard has decommissioned the services
<b>MyCareer.com.au</b>	JobBoard has decommissioned the services

Job Board	Reason for Discontinuance
<b>OilCareers</b>	The JB is acquired by Rigzone, available in PostingManager
<b>Techjobs</b>	JobBoard has decommissioned the services
<b>VetJobs</b>	The JobBoard have been acquired and no longer support job postings.

## Software Issues Resolved

### Posting Manager

#### *Country Value not Transmitted for Monster Controlled Listings*

**Delttek Defect Number:** 1398181

**Description:** When clients cross-posted jobs to Monster Controlled Listings, the **Country** value failed to transmit and was therefore missing.

**Customers Impacted:** This affects recruiters and job candidates.

## CU 16.2.3.1

## Enhancements

### Recruiting

#### *Personal Tax Credits Return Updated for 2021*

Canada's Personal Tax Credits Return was updated for 2021.

[TD12021 Personal Tax Credits Return](#)

#### *Personal Tax Credits Return - Ontario Updated for 2021*

Canada's Personal Tax Credits Return for Ontario was updated for 2021.

[2021 Ontario Personal Tax Credits Return](#)

#### *Form W-4 Updated for 2021*

Form W-4, Employee's Withholding Certificate, was updated for 2021.

[IRS W-4 Forms](#)



## CU 16.2.3

### Enhancements

#### Performance

##### [Appraisal Scoring Comment Box Resized](#)

The Appraisal Scoring comment box was expanded to full screen width. This updated display applies for all goal types, competencies, and skills, and becomes operative when the HTML editor for appraisals is enabled under general System Settings.

#### Recruiting

##### [Apply with Monster Functionality Discontinued](#)

Effective January 19, 2021, the current *Apply with Monster* feature will no longer be available because Monster has discontinued it. Deltek will accordingly remove this feature from Talent Management. No action on the part of Talent Management clients is required. Candidates will be directed to the proper application process when applying to requisitions posted to Monster.

Though *Apply with Monster* will be discontinued, Deltek is pleased to advise clients that a new *Monster Easy Apply* feature will be available with the release of Talent Management 16.3, scheduled for the spring (March/April) of 2021.

##### [Personal Tax Credits Return Updated for 2021](#)

Canada's Personal Tax Credits Return was updated for 2021.

##### [TD12021 Personal Tax Credits Return](#)

##### [Personal Tax Credits Return - Ontario Updated for 2021](#)

Canada's Personal Tax Credits Return for Ontario was updated for 2021.

##### [2021 Ontario Personal Tax Credits Return](#)

##### [Form W-4 Updated for 2021](#)

Form W-4, Employee's Withholding Certificate, was updated for 2021.

##### [IRS W-4 Forms](#)

### Software Issues Resolved

#### Integrations

##### [Offboarded User Termination Date Not Retained](#)

**Deltek Defect Number:** 1371628

**Description:** If you edited a user prior to offboarding via an integration, the termination date was not properly added to the employment record.

**Customers Impacted:** This affects clients with integrations.

#### User Update Caused Salary Deletion

**Deltek Defect Number:** 1389227

**Description:** Salaries were deleted for users who were hired through the Talent Management user interface and then updated via integration.

**Customers Impacted:** This affects clients with HRIS integrations.

### Learning

#### Export of Learning Profiles Produced Inconsistent Results

**Deltek Defect Number:** 1380668

**Description:** Exports from learning profile reports included data that resided outside of the date range specified. Additionally, when users ran the report with the same date range several times, the content contained in the resulting report varied.

**Customers Impacted:** This affects clients who use the Learning module.

### Performance

#### Rating Scales Disabled When Scoring 360 Appraisals Using Mobile Phones

**Deltek Defect Number:** 1399786

**Description:** Options were disabled and rating scale tips were not visible when clients scored 360 appraisals using mobile phones.

**Customers Impacted:** This affects managers and supervisors.

#### Performance Appraisal Scoring Option Defaulted Incorrectly

**Deltek Defect Number:** 1391246

**Description:** During performance appraisal scoring, the **Can be Viewed By** drop-down list defaulted to *Manager* when the DHTML Editor was switched on. This required additional clicks from users who wanted to select *All*. The list now defaults to *All* whether or not the DHTML Editor is active.

**Customers Impacted:** This affects managers and supervisors.

## CU 16.2.2

### Enhancements

### Performance

#### Temporary Removal of Ability to Input Workflow Changes to Existing Appraisals

Some clients encountered issues with Performance after making changes to appraisal workflows. These issues most commonly affected (but are not limited to) goals that had not yet reached the assessment/scoring phase.

Because no short-term solutions exist for this defective behavior, Deltek has temporarily removed the capability to make changes to existing appraisal workflows. It's anticipated that both a solution and restored functionality will arrive with the release of Talent Management 16.3.

## Posting Manager

### New Labeling to Indicate Job Boards Not Requiring Accounts

Job boards that do not require a Posting Manager account to cross-post jobs are now indicated with "No Account Required." Formerly, these were labeled with "Free Site."

## Recruiting

### *Apply with Monster* Functionality Discontinued

Effective January 2021, the current *Apply with Monster* feature will no longer be available as the feature is being discontinued by Monster. Deltek will accordingly remove this feature from Talent Management. No actions on the part of Talent Management clients are required concerning this issue. Candidates will be directed to the proper application process when applying to requisitions posted to Monster.

Though *Apply with Monster* will be discontinued, Deltek is pleased to advise its clients that a new *Monster Easy Apply* feature will be available with the release of Talent Management 16.3, scheduled for early spring (March/April) of 2021.

## Software Issues Resolved

## Performance

### Metric Scoring Comments Did Not Display

**Deltek Defect Number:** 1378504

**Description:** When you enabled the *Category Scoring Summary Notes* feature, you were unable to display metric scoring notes belonging to older appraisals that were created before you switched to the new Category Scoring Notes for your current appraisals.

**Customers Impacted:** This affects employees and managers.

### Scoring Comments Visible to Employees Prior to Manager Release

**Deltek Defect Number:** 1382759

**Description:** When the *Manually Release Score to Employee* workflow setting and the *Category Scoring Summary Notes* feature were both enabled, managers' comments displayed on the Review Ratings (Summary) page. They were therefore accessible for employees before their managers had manually released them for employee viewing.

**Customers Impacted:** This affects employees and managers.

## CU 16.2.1

### Enhancements

#### Posting Manager

##### DirectEmployers/NLx Job Board Update

The DirectEmployers/NLx job board (formerly US.jobs) was updated on the **Administration » Recruiting » Cross-Posting » Site Selection** screen. The new site name and URL are reflected in all related cross-posting pages.

### Software Issues Resolved

#### Administration

##### New Succession Plans Created When Updating Job Profiles

**Deltek Defect Number:** 1316040

**Description:** When you added a competency in a job profile to which a succession plan was already attached, a new/duplicate succession plan was added for that same job profile. The previous existing plan could not be deleted.

**Customers Impacted:** This affects administrators and managers.

#### Integrations

##### E-Verify Cases Pending Referral Could Not be Closed

**Deltek Defect Number:** 1319350

**Description:** E-Verify cases with a Pending Referral status could not be closed.

**Customers Impacted:** This affects all Talent Management clients.

#### Recruiting

##### Referral Candidates Received Job Opportunity Notifications after Applying

**Deltek Defect Number:** 1180770

**Description:** Though the **System Settings » Employee Referral Program** Apply Settings option was set to *No*, job referral candidates received Job Opportunity Notifications after they completed the application process.

**Customers Impacted:** This affects clients who do not use the Employee Referral Program functionality.

##### Candidates Eligible for Any Resume Dashboard Requisition

**Deltek Defect Number:** 1252790

**Description:** Users were able to add candidates to any requisition, including those not assigned to them, by typing the requisition ID in the **Resume Dashboard » Actions » Add to requisition** drop-down list.

**Customers Impacted:** This affects all Talent Management clients.

## CU 16.2.0.5

### Enhancements

**Note:** These 16.2.0.5 enhancements are available for EU customers only.

All other clients can expect to receive this update as part of the 16.2.1 release scheduled for early November 2020. Delttek regrets any inconvenience.

#### Add Numeric Targets for Goal Library and Employee Goals

The new **Numeric Target** field allows users to define the top-level of the range of acceptable score values for goals. For example, if a **Numeric Target** has been defined as *10*, acceptable scores for the goal must be between *0* and *10*.

The field displays when administrators, managers, or employees add or edit a goal in the Goal Library or on the Employee Goals screen, with a Goal Score Type of *Numerical*.

**Numeric Target** is not a required field. When scoring a Numerical goal, if no **Numeric Target** is defined, the user scoring the goal can do so with any value.

**Note:** This enhancement is similar to functionality for adding appraisal goals included in the Talent Management 16.2 release.

#### New *Category Scoring Summary Notes* Feature for the Appraisal Scoring Tab

Administrators can enable the new Category Scoring Summary Notes feature so that one overall comment displays for each category on the Appraisal Scoring tab, instead of requiring scoring comments for each individual content item. Each content item is still scored individually, per the scale, but only one comment is added for the whole category. The single note displays at the top of each category in the Appraisal Scoring tab.

##### To enable this global feature:

1. Click **Administration » Global Settings » System Administration » Features**.
2. On the Features screen, select the **Implementation** group from the **Select A Group** drop-down list.
3. Expand **Performance » Appraisal**.
4. Select **Category Scoring Summary Notes**.

**Note:** If any content items within a category require a scoring comment due to scale settings, Category Scoring Summary Notes are required.

## CU 16.2.0.4

### Enhancements

#### Core Framework

##### Enhanced Password Resetting

Talent Management login functionality was enhanced so that both external and internal job seekers can perform the following associated tasks:

- Reset passwords without receiving error messages.
- Receive notification emails containing verification codes during the password reset process.
- Successfully log in to Talent Management after password resetting is complete.

**Note:** At the present time we are unable to provide translations for this new notification for all supported languages. For the next several months, therefore, clients can expect to receive an English language version of the notification until the release of Talent Management 16.3. Deltek regrets any inconvenience this poses for our customers.



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## About Deltek

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